

Salary Structure Adjustment – Executive-Level Compensation

Position	Current Salary	New Salary	Percent Change
Agency Secretary (Except Corrections)	\$142,582	\$175,000	22.7%
Department Director Tier II	\$133,732	\$142,965 – 150,112	6.9 – 12.2%
Department Director Tier I	\$117,997	\$136,156 – 142,964	15.4 – 21.2%
Department Director, Health- and Safety-Related			
Highway Patrol	\$142,584	\$169,500	18.87%
Forestry & Fire Protection	\$133,732	\$169,500	26.74%
Health Services			
Mental Health			
Social Services	\$133,732	\$165,000	23.38%
Developmental Services			

Establish scale

- Labor market survey data of other California public agencies from January 2006 shows current State executive management salaries lag behind ([see attached](#)).
 - Number of large California public agencies surveyed: 24
 - Average minimum salary: \$131,899
 - Average maximum salary: \$175,544

Assignment to scale

- Agency secretary salary adjusted to be on par with local average maximum.
- New salary ranges for directors allow flexibility for recruitment issues.
- Incumbent directors in Tier I and II to be assigned at bottom of new range.
- Salaries set above the scale for public safety and public health positions based on [individual evaluations](#) (per Govt. Code section 19825.5).

Outcome

- Assignment to scale will constitute the general salary increase for FY 2007-08.
- Final compensation for retirement purposes will not be increased more than 10% per year, e.g., a person whose pay increases 23 percent must remain in position three years for the full amount of the increase to count toward retirement.

Comparison of Salaries for Public Health- and Safety-Related Executives

Position	Local Govt. Minimum	Local Govt. Maximum	Local Average	Current State Salary	New State Salary
CHP Commissioner¹	\$182,374 (San Diego)	\$259,587 (LA)	\$232,565	\$142,584	\$169,500
Director of Forestry & Fire Protection²	\$172,620 (Sacramento)	\$255,884 (LA)	\$214,148	\$133,732	\$169,500
Health Services Director³	\$139,360 (San Diego)	\$190,320 (SF)	\$167,268	\$133,732	\$165,000
Mental Health Director⁴	\$131,000 (San Diego)	\$188,812 (SF)	\$161,013	\$133,732	\$165,000
Social Services Director⁵	\$149,080 (San Bdn.)	\$185,141 (Alameda)	\$166,180	\$133,732	\$165,000
Developmental Services Director⁶	\$162,210 (San Diego)	\$213,319 (So. Central LA)	\$189,089	\$133,732	\$165,000

¹ Local comparisons: Police Chiefs of LA, SF, Oakland & SD and Sheriff of LA County

² Local comparisons: Fire Chiefs of LA, Oakland, Sacramento, SF & San Jose

³ Local comparisons: County Health Executives of SF, LA, SD, Santa Clara & Sacramento counties

⁴ Local comparisons: Mental Health Directors of SF, LA, SD, Santa Clara & San Bernardino counties

⁵ Local comparisons: Welfare Directors of Alameda, LA, Orange, Sacramento & San Bernardino counties

⁶ Local comparisons: Regional Center Directors of So. Central LA, East LA, Orange County, Bay Area & SD

SALARY STRUCTURE ADJUSTMENT AGENCY SECRETARIES

From Govt. Code section 11550:

SECRETARY OF STATE AND CONSUMER SERVICES AGENCY

SECRETARY OF THE BUSINESS AND TRANSPORTATION AGENCY

SECRETARY OF THE CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY

SECRETARY OF LABOR AND WORKFORCE DEVELOPMENT

SECRETARY OF THE RESOURCES AGENCY

SECRETARY FOR ENVIRONMENTAL PROTECTION

SECRETARY OF FOOD AND AGRICULTURE

DIRECTOR DEPARTMENT OF FINANCE

SECRETARY, DEPARTMENT OF VETERAN'S AFFAIRS

* SECRETARY, DEPARTMENT OF CORRECTIONS AND REHABILITATION

** COMMISSIONER, CALIFORNIA HIGHWAY PATROL

* Not covered by new salary structure. Previously adjusted and notice provided separately.

** Salary adjusted separately; see scale for Public Health- and Safety-Related departments

SALARY STRUCTURE ADJUSTMENT DIRECTORS

Tier II (from Govt. Code section 11552)

DIRECTOR/DEPARTMENT OF CONSUMER AFFAIRS
DIRECTOR/DEPARTMENT OF GENERAL SERVICES
DIRECTOR/DEPT OF ALCOHOLIC BEVERAGE CONTROL
DIRECTOR/DEPT OF MOTOR VEHICLES
DIRECTOR/DEPARTMENT OF TRANSPORTATION
DIRECTOR/DEPARTMENT OF CHILD SUPPORT SERVICES
DIRECTOR/DEPT OF ALCOHOL AND DRUG PROGRAMS
DIRECTOR/DEPARTMENT OF HOUSING & COMMUNITY DEVELOPMENT
DIRECTOR/DEPT OF REHABILITATION
DIRECTOR/OFFICE OF STATEWIDE HEALTH PLANNING
DIRECTOR/EMPLOYMENT DEVELOPMENT DEPT
DIRECTOR OF INDUSTRIAL RELATIONS
DIRECTOR/DEPT OF FISH AND GAME
DIRECTOR/DEPT OF PARKS AND RECREATION
DIRECTOR/DEPARTMENT OF WATER RESOURCES
DIRECTOR OF ENVIRONMENTAL HEALTH HAZARD ASSESSMENT
DIRECTOR OF PESTICIDE REGULATION
DIRECTOR OF TOXIC SUBSTANCES CONTROL
DIRECTOR, CALIFORNIA STATE LOTTERY
DIRECTOR, MANAGED HEALTH CARE
DIRECTOR/DEPARTMENT OF PERSONNEL ADMINISTRATION
COMMISSIONER OF FINANCIAL INSTITUTIONS
COMMISSIONER OF CORPORATIONS
REAL ESTATE COMMISSIONER
INSPECTOR GENERAL
STATE PUBLIC DEFENDER
EXECUTIVE OFFICER OF THE FRANCHISE TAX BOARD

* DIRECTOR, DEPARTMENT OF SOCIAL SERVICES
* DIRECTOR, DEPARTMENT OF DEVELOPMENT SERVICES
* DIRECTOR, DEPARTMENT OF HEALTH SERVICES
* DIRECTOR, DEPARTMENT OF MENTAL HEALTH
* DIRECTOR, DEPARTMENT OF FORESTRY & FIRE PROTECTION
** CHIEF DEPUTY SECRETARY, ADULT OPERATIONS, DEPT. OF CORRECTIONS & REHAB.
** CHIEF DEPUTY SECRETARY, JUVENILE JUSTICE, DEPT. OF CORRECTIONS & REHAB.
** CHIEF DEPUTY SECRETARY, ADULT PROGRAMS, DEPT. OF CORRECTIONS & REHAB.

Tier I (from Govt. Code section 11554)

DIRECTOR/DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
DIRECTOR OF AGING/DEPARTMENT OF AGING
DIRECTOR/DEPARTMENT OF COMMUNITY SERVICES & DEVELOPMENT
DIRECTOR/DEPT OF CONSERVATION
DIRECTOR, OFFICE OF EMERGENCY SERVICES
STATE FIRE MARSHALL
STATE ARCHITECT

* Adjusted separately; see scale for Public Safety and Health depts.

** To be adjusted separately and legislative notice provided separately.

**SALARY STRUCTURE ADJUSTMENT
PUBLIC SAFETY
AND
PUBLIC HEALTH**

COMMISSIONER, CALIFORNIA HIGHWAY PATROL

DIRECTOR, DEPARTMENT OF FORESTRY & FIRE PROTECTION

DIRECTOR, DEPARTMENT OF SOCIAL SERVICES

DIRECTOR, DEPARTMENT OF DEVELOPMENT SERVICES

DIRECTOR, DEPARTMENT OF HEALTH SERVICES

DIRECTOR, DEPARTMENT OF MENTAL HEALTH